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4 November 1953

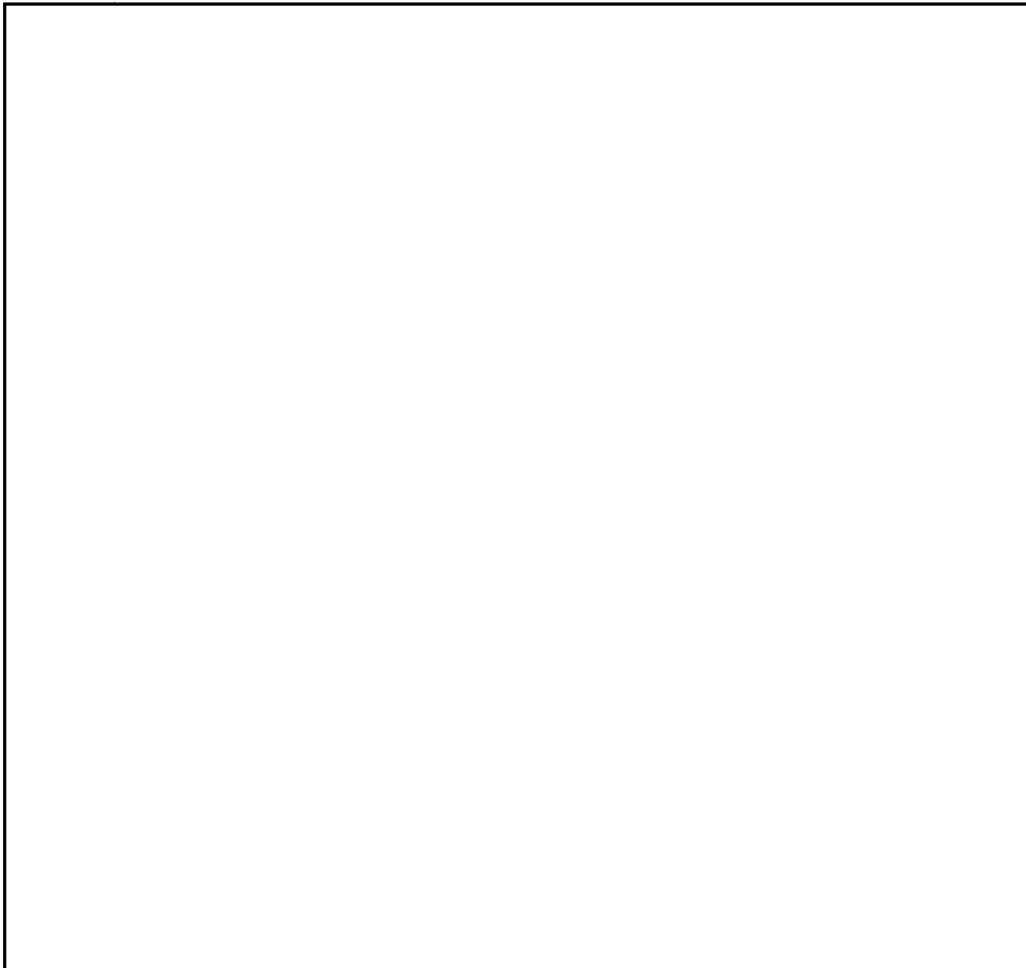
MEMORANDUM FOR: Acting Personnel Director
SUBJECT : Foreign Field T/O Practices

1. PROBLEM

Uniform T/O procedure is required to provide for those instances where one organizational component of the Agency is carrying on its Table of Organization, positions which are under the technical, functional, budgetary or ceiling control of another organizational component.

2. FACTS

In recent months an increasing number of requests have been approved which provided for the temporary shift of a position authorization, funds and personnel from one Agency organization to another. In each case the transfer did not involve the actual transfer of functional control or responsibility. Some of the most recent examples are listed below:



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3. DISCUSSION

- A. The problem presented here is essentially a ceiling and reporting problem although there are policy implications in that the situation does represent a trend in opposition to the consolidation of foreign field activities under central control of a single Agency representative.
- B. Confining this discussion strictly to the ceiling and reporting phases of the problem, it appears logical to assign to the DD/P Area Division Field T/O's all Agency positions relating to foreign field assignments physically located in, or administratively supported by a particular DD/P Field Station.
- C. At the same time, some mechanism should be available to identify the office of origin, as these offices have expressed the desire to keep track of positions for which they have some functional responsibilities.

4. CONCLUSIONS

- A. Positions on foreign field T/O's, which are not concerned primarily with the particular Area Division functions, should none the less be assigned to DD/P Area Division Field T/O's.
- B. Nevertheless, such positions should be identified in terms of their parent office by use of annexes to field T/O's which would carry the identifying position number taken from the distinctive number range of the office of origin.
- C. Criteria for the assignment of positions to these annexes is as follows:

Positions involving technical and functional control by an organizational segment other than the DD/P Area Division having jurisdiction of the field station.

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- D. For ceiling and reporting purposes, these positions should show in the totals for the particular Area Division foreign field T/O involved.

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- F. Responsibility for the establishment, utilization and retention of these positions would remain with the parent office, and personnel assignments to and from these positions as well as the determination of career designations of such personnel would be parent office's responsibility.

5. RECOMMENDATIONS

It is accordingly recommended that the present Table of Organization Regulations now being coordinated be modified to include the conclusions stated.

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Chief, Classification and Wage Division

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